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Sub Code: KMBNHR-04
Roll No. | | | | | | | | | | |

MBA
(SEM IV) THEORY EXAMINATION 2022-23
PERFORMANCE AND REWARD MANAGEMENT

Time: 3 Hours *Total Marks: 100*

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. **2 x 10 = 20**

(a) What do you mean by Reward Management?
(b) Differentiate KSA and KPI.
(c) Define the objectives of Compensation.
(d) What are the Profit Sharing Options?
(e) Give any two advantages of Balance Score Card
(f) Define the elements of Gross Pay.
(g) Define the concept of Career Development.
(h) What is Wage Differentials?
(i) What do you mean by profit sharing options?
(j) What is Performance System?

SECTION B

2. Attempt any *three* of the following: **10x3=30**

(a) Differentiate between Performance Management and Performance Appraisal
(b) What do you mean by performance analysis for individual and organizational development?
(c) What is balance score card? How does it work in organization to maintain performance?
(d) What are the purposes of job evaluation? Discuss the steps involved in job evaluation
(e) Explain regulatory compliance in Indian wages system

SECTION C

3. Attempt any *one* part of the following: **10x1=10**

(a) How to establish performance criterion of developing an effective appraisal system of any organization?
(b) What is the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations?

4. Attempt any *one* part of the following: **10x1=10**

(a) Why and how managing organizational and individual performance is Important?
(b) Explain 360 degree Performance Appraisal with suitable examples

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5. **Attempt any *one* part of the following:** **10x1=10**

(a) Describe the concept of Competency. What is the process of Competency Mapping?

(b) What are the contemporary issues in performance and reward system? Explain.

6. **Attempt any *one* part of the following:** **10x1=10**

(a) What are the components of compensation? Explain with suitable examples.

(b) Give the definition, function, and significance of Reward System

7. **Attempt any *one* part of the following:** **10x1=10**

(a) Discuss the terms wages and salary. What factors determine the wage structure in an industrial enterprise?

(b) Give the overview of minimum wages Act- 1948

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